



## Municipality of the District of Argyle

Item: 4-Day Work Week

Date: Feb , 2023

### **VISION**

We see Argyle as home to a healthy and thriving rural population. Our municipality promotes and supports economic and social opportunities for the region and engages in the active expression of our unique Acadian heritage. We are a place of choice for rural living and are widely recognized for our warm hospitality and joie de vivre. Surrounded by fresh air and cool ocean breezes, we work and play in the great outdoors. People choose to live in Argyle because of our commitment to each other, to our community, and to our neighbors. Argyle is a place we are proud to call home.

### **Background Information:**

As you are aware we have implemented a 4-day work week for all staff at the municipality of Argyle. This was a pilot project for 8 months. We are in our 8<sup>th</sup> month and staff are enjoying their extra day off even though the workdays have been lengthened. The pilot project commenced on July 4, 2022, at the height of the vacation schedule for staff, to see it could actually execute this 4-day work week without a whole lot of challenges in scheduling. This was a great way to test the 4-day work week and see if we could make it work. Staff worked together to make sure all departments were covered during this time, and we had very little issues during the summer.

### **Current Situation**

The 4-day work week has brought on a few challenges in scheduling, especially when absenteeism happens at the last minute, such as sick time which is unplanned, on Mondays and Fridays. However, the positive impacts outweigh the challenges we face, as staff are enjoying the extra time off. Plus, the residents have expressed they enjoy the office being open extended hours as well.

The most notable effect has been with recruitment. New employees are excited about only working 4 days a week. The 4-day work week has allowed us to compare to our neighboring municipalities and towns that also offer compressed work weeks to their employees. It has also given us an edge on recruitment in the private sector.

### **Suggestions**

Option #1 Council pass a motion to permanently continue the 4 day work week after February, 2023.

Option #2 Council to pass a motion to revert to a 5-day work week.

**Recommendation:**

Recommendation is option 1, as the 4-day work week has proven to improve morale within the municipality for its staff, and it has had an increasing benefit for our residents with our business being open longer.

**Suggested motion.**

Move that Council approve the continuation of the 4-day work week permanently after February 2023